



Purpose & Summary

This report serves to give an update of progress on the initiatives supporting the Department of Corrections (DOC) strategic plan. We will continue to conduct periodic reviews to make sure the projects are progressing as anticipated, and our resources are being used effectively. The information provided in this report is based on tracking the progress of each initiative against their project milestones. We have included charts and tables to highlight the progress and distribution of the initiatives.

As of May 31, 2022:

- There are 25 initiatives for focus this fiscal year. Seventeen are in the implementation phase, and the remaining seven (7) are in the recommendation phase.
- The majority (86%) of initiatives in the recommendation phase are in progress and progressing towards implementation.
- Two initiatives have completed all the assignments for their projects. The final products were sent to the respective stakeholders to implement.
- The Supervisory Onboarding team final report is pending approval.
- For more status updates, see the initiative highlights below.

Statistics & Analysis

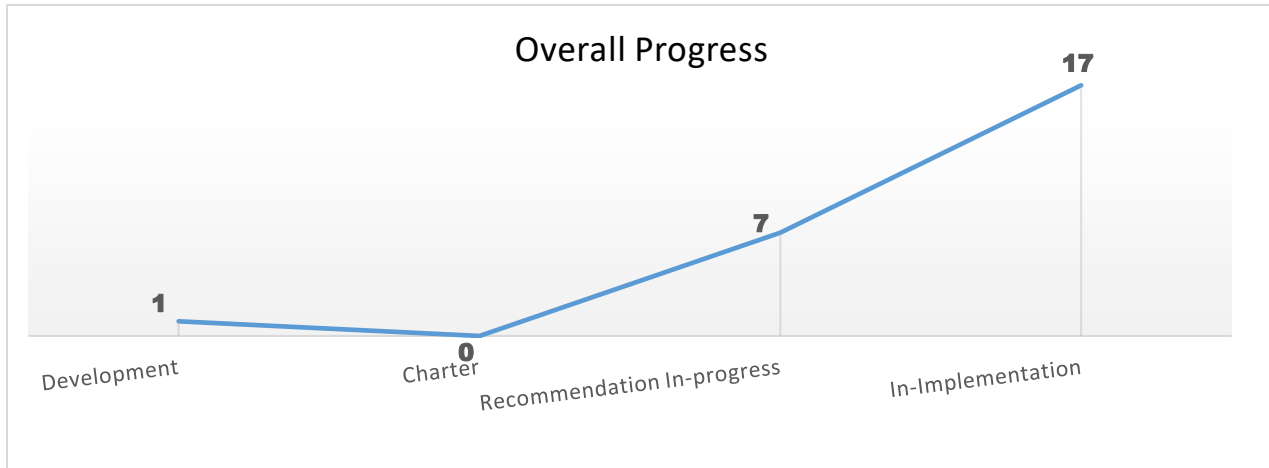
The 25 initiatives for focus in FY2022 are divided among the placemat themes as follows: Seven (7) under safer work environment, 12 under improving workforce, and six (6) are under reducing risk and recidivism. The table below shows how they are progressing by theme. The majority of initiatives under all three themes are in implementation, 57% of safer work environment, 58% of improving workforce and 100% of reducing risk and recidivism. Safer work environment is the only theme with initiative in development (14%).

Table 1: FY22 Progress of Strategic Plan Projects by Theme

	Initiative Status			
Placemat Themes	In-Implementation	Recommendation In-progress	Charter	Development
Safer Work Environment (7)	57%	29%	0%	14%
Improving Workforce (12)	58%	42%	0%	0%
Reducing Risk & Recidivism (6)	100%	0%	0%	0%



Figure 1: Progress of Strategic Plan Initiatives by Status



The 25 division led projects are currently in the following statuses: 17 have completed the recommendation phase (68%) and have transitioned to the implementation phase; seven (7) are progressing towards the implementation phase (28%); and one (1) is in development (4%)

Table 2: Project Status by Division Responsibility

Progress and Assignment By Division						
Status	Overall	OOD	P&P	DORS	DAI	DHS
In-Implementation	17	1	1	4	3	8
In-Progress (Recommendation)	7	1	0	0	1	5
Charter (Recommendation)	0	0	0	0	0	0
Development (Recommendation)	1	0	0	0	0	1
Total Initiatives	25	2	1	4	4	14

Of the 25 initiatives, two (2) have been assigned to the Office of the Director (OOD) and one (1) to Probation and Parole (P&P). Both the Division of Offender Rehabilitation Services (DORS) and the Division of Adult Institutions (DAI) have been assigned four (4) each, and 14 have been assigned to the Division of Human Services (DHS).



FY2022 Initiative Highlights as of May 31, 2022

11.101 - Staffing Pattern & Shift Analysis

Moved to implementation

- DOC is completing review of post recommendations for each facility.
- Each facility will implement individually based on their recommendations.

11.113 - Develop MOCIS Enhancement Prioritization

In development

- This has been renamed to “Implement OPII data conversions to MOCIS” and will move to the FY23 placemat.

11.208 - Improved External Classification System

Off track – with plan to rectify

- Working with IT to develop the automation plan.
- Implementation to occur in FY23.

11.212 - Transition to Electronic Files to Support Information Access

Off track – with plan to rectify

- Adobe Experience Manager (AEM) has been chosen by OA
- A small team representing each Division met to discuss next steps.
- Each Division will provide one form that includes workflow to be used to test AEM.
- Next meeting scheduled for June 23, 2022.

11.215 - Perimeter Detection Fence

In Implementation

- The fencing is complete at these facilities: ERDCC, SECC, SCCC, FRDC, JCCC, PCC, MTC, MECC, WERDCC, and OCC.
- New fence installed at all facilities, except CRCC and WRDCC (partial install). Commissioning is pending.

12.104 - Automated Time Keeping System for DAI

In Implementation

- Implementation moved to FY23.



12.307 - Develop System for Virtual Training – LMS

In Implementation

- Implementation of the system is in progress.
- Projection to go live by the end of this fiscal year.

21.202 - Develop On-Boarding for Supervisory Positions

On track

- Final report is complete.
- Presentation scheduled for July 2022 at EBP Workgroup.

21.206 - Implement On-Boarding for Frontline Staff (Phase II)

Pending implementation (all tasks completed)

- Final report with Executive Team updates is complete.
- The final report and forms were provided to Division leadership.

21.207 – Transformation Training Academy

In Implementation

- The recommendation phase is complete. This is in implementation.

21.208 – The Corrections Way for Frontline Staff

On track

- As of May 31, 2022, 4258 frontline staff have been trained. A 10% increase from last month.
- Training completed in May for NECC, FRDC and MCC
- June training dates are confirmed for JCC, ERDCC, SECC and PCC.

21.210- Expand COI and Cook Recruitment Efforts

Off-track

- There were 655 CO I applications received in May. This is a 10% increase in applications from April.

21.212 - Crossroads Training Academy

In Implementation

- Project will be renamed to “Establish the Western Training Academy” and moved to FY23.

21.213 - Succession Development Strategy (Leadership Development Rule)

On track

- Final report has been submitted to EBP Workgroup for review.
- Presentation will happen in July 2022.

21.405 – Promote and Enrich Employee Wellness Program

On track

- The next You Lead Academy presentation is scheduled for June 27-29th, 2022.



21.406 - Trauma Support for Staff

On track

- The Post Critical incident Seminar held May 2nd to 4th, 2022 was a success. The planning for a future event will start soon.
- Selections were made for the Zero Suicide team and a draft of the charter is ready.

22.105 - Redevelop the Intranet

Off track

- Exploring options to move the project towards completion in FY23.

22.107 - Develop Equity, Diversity & Inclusion (EDI) Policy

Off track - with plan to rectify

- Awaiting focus group analysis and recommendations from St. Louis University.
- Next meeting scheduled for June 23rd, 2022.

22.303 - Trauma Informed Culture

In Implementation

- The Advisory Team is in place and is meeting.
- Two sub-teams are being developed to consider training, and develop advertising on being trauma informed.

31.113 - Ashland University Expansion

Off track – with plan to rectify

- Ashland University will re-evaluate status nation-wide once the next funding cycle at the federal level is decided.

31.114 - Programming to Conform to Evidence Based Practice

In Implementation

- Implementation moved to FY23.

31.115 - Mental Health and Substance Use Treatment Standards

In implementation

- The team has developed a program model. They are in the process of developing a clinical and program manual.

31.203 - KCRC Transformation

Implementation complete

- The facility is open and referrals are being submitted.

31.209 - Program Model for Court Referred Short-Term Offenders.

In Implementation

- The team has outlined a process for short term treatment and has assigned tasks to complete milestones.



31.305 - Quality Control, Quality Assurance, Support for Correctional Programming

Pending Implementation (All tasks completed)

- Final report approved through Exec Team.
- Policy submitted to PAFMU for implementation.

Initiatives from Previous Placemats - with Actions Pending

11.105 - Administrative Segregation Programming

- Team began a process mapping exercise to develop final recommendations.
- Next meeting scheduled for June 21, 2022 to complete the exercise.
- The team has started a draft of their final report.

11.110 - Offender Mail / 11.111 - Offender Censorship

- This has been implemented.

11.207 - Identification & Tracking of Security Threat Groups

- The updates to the manual has been completed.
- The policy has been finalized and is pending release.

11.211 - Offender Suicide Prevention

- The team held a final meeting to determine implementation recommendations.
- Team has started the final report.

11.216 - P&P Safety, Security & Critical Incidents

- DSAA working on final revisions to the form.
- Once complete a meeting will be scheduled to review.

21.105 - CO I High School Apprenticeship

- The curriculum was submitted to the board for approval ahead of the June 1st deadline.

31.110 - Difficult Discharge

- The procedure has been sent out for secondary review.

31.207 - Community Peer Specialist

- Preparation for pilots at three (3) facilities (NECC, MCC, and CCC) is in progress.
- The final report is being drafted.

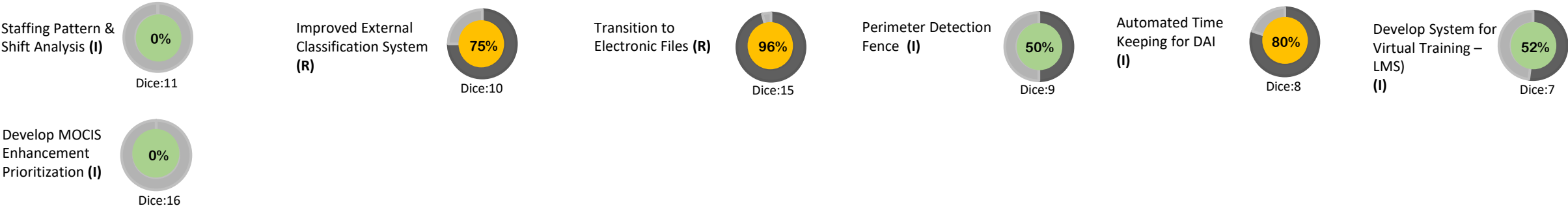
Strategic Initiative Dashboard

FY2022 Initiatives

R = Recommendation Phase I = Implementation Phase M = Monitoring Values in circles indicate % of milestone complete

On-Track
Off Track with plan
Off Track – with no plan

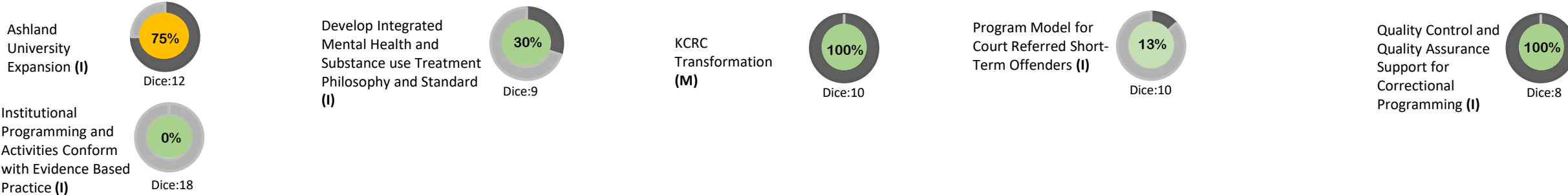
Safer Work Environment



Improving Workforce



Reducing Risk & Recidivism



Dice scores last calculated December 2021 **Scores are defined as follows: - 7 to 13 win zone (Highly likely to succeed) - 14 to 17 worry zone (Risky, needs immediate attention to weaken risk) - 18+ woe zone (highly likely to fail, need decisive action to salvage)